

**Summary of changes to
CSU-AAUP/BOR Collective Bargaining Agreement
2025-29**

Changes that benefit AAUP members

Financial

1. 4.5% wage increase, including summer & intersession.
2. Retroactive raises: all faculty employed at the time of legislative approval will receive raises retroactive to August 2025. Part-time faculty who worked Fall 2025, but not Spring 2026 but are on the schedule for Fall 2026 at time of approval, or who teach, Fall 2026 also will receive retroactive raises.
3. Increase in funds for travel, research, faculty development, curriculum-related activities and retraining by 4.5%.
4. Increase in the amount of money individual faculty members can get to travel to conferences and workshops, and for university research grants. Maximum reimbursement for travel to conferences, workshops, clinical trainings increased to \$2,275 (from \$1,500) for full-time members, and \$1,150 (from \$750) for part-time members. Maximum reimbursement for research grants increased to \$7,600 (from \$5,000) for full-time members, and \$3,800 (from \$2,500) for part-time members.

Shared governance

5. The definition of consultation is strengthened to make it clear that it does not just mean getting the opinion or advice of another or discussing and exchanging views, but also the reasonable expectation that the input will be considered.
6. The President must explain in writing their rationale if their decision is different from that of the Curriculum Committee or Senate about program discontinuance.
7. The word “instructional” was removed from an article about participation in the selection of academic administrators, to make it clear that it is not just instructional faculty, but also librarians, counselors, coaches and athletic trainers, who can participate.

Workload

8. Increase in the minimum number of load credits available for reassigned time for research by 25%
9. Load credit for Master’s Thesis direction is given earlier; half of the load credit is given when a student is enrolled in a thesis preparation course, rather than when the first draft of the thesis is submitted.
10. Librarians’ work year does not include Spring break and if required to work they can take off the equivalent amount of time.
11. Librarians: A more detailed definition of the load credit activities and duties.

12. Librarians: Double the pool of work days for professional development of full-time library faculty.
13. Counselors do not have to work during Spring break.
14. Counselors are not required to work when the university is closed or classes are canceled, for example for snow days, unless there is an emergent issue.
15. Coaches: MOU on Coaches taskforce
16. An extra holiday in the summer, Juneteenth.

Uncertainty about evaluation for renewal, promotion, tenure for full-time faculty

17. Statement that student opinion surveys are a limited vehicle for understanding teaching effectiveness because they can be biased.
18. A procedure for members to request that the composition of a DEC be changed if there is “a conflict of interest or a violation of law or policy.”

Leaves

19. Part-time faculty may miss 3 days of work without loss of pay for illness, death in the immediate family, the need to help a member of the immediate family in the event of severe illness, or disabilities due to pregnancy.
20. The Board will create a Taskforce to study and make recommendations about substituting the Connecticut State Paid Family Leave Benefits Law (PFMLA) for our current benefits for both full-time and part-time employees.

New faculty categories

21. Clinical faculty and faculty of practice created
 - Full-time
 - Tenure track
 - 4-4 load
 - Can be in any department or discipline, including health sciences, education, arts and sciences
 - Load credit activities include teaching courses, teaching courses with a clinical component, teaching or supervising laboratories, supervising student placements/practicums in a clinical or instructional setting.
 - Research is minimal. Evaluative categories reordered so that service to the department and university is second and takes the place of creative activity, which is last. Letter of appointment will outline what will count for this service.
 - Service includes duties in addition to load credit activities like: clinical practice; laboratory coordination; field work placement and supervision; direction of education or other professional programs; accreditation, assessment, or program review; coordination and supervision of internship programs; advising; tutoring; publication editor.
 - Creative activity includes: delivering papers at conferences; research, study and publication; maintaining expertise and keeping up to date in clinical or

instructional practice; developing and implementing innovative educational methods and practice; or improving active, hands-on application of specialized skills, training, or methodologies within a professional, clinical, or instructional context.

- Terminal degree can include MA and license (clinical) or MA and 5 years in the field (faculty of practice)
- Limited number of these positions can be created: 5% of the full-time research faculty

Misc

22. In addition to some housekeeping changes, all the language in the contract has been made gender neutral.

Changes that benefit management

1. If the President follows contractual procedures in Art. 5.20 (that involve the Curriculum Committee or Senate) and discontinues a program that results in the involuntary separation of a full-time member, they no longer must discuss a possible financial crisis with AAUP, but can continue on to the remaining procedures in Art. 17, which include offering early retirement, prorated reduced load, reassignment to another university, special sabbatic or other leave, and a hearing with an AAUP representative present.
2. Clarification that the work year is different from the academic year, and that teaching faculty should be available to perform their job responsibilities for the entire work year (work year: last week of August to last day of May; academic year: two semesters of 17 weeks each).
3. Articles reflecting the many files and records are now kept electronically, rather than physically. For example, personnel files will be maintained in a secure “manner” rather than “place,” emeritus faculty will not receive a catalog listing or printed certificate, and coaches will not be listed in the university catalog by rank or job description title.
4. The decision to offer online courses will now be made by the department with the approval of the Chief Academic Officer, rather than the Dean.
5. Members will no longer automatically receive an accounting of their salary, years towards longevity and tenure, eligibility for next sabbatic leave, or termination date on pre-tenure contracts. They will have to request this accounting.